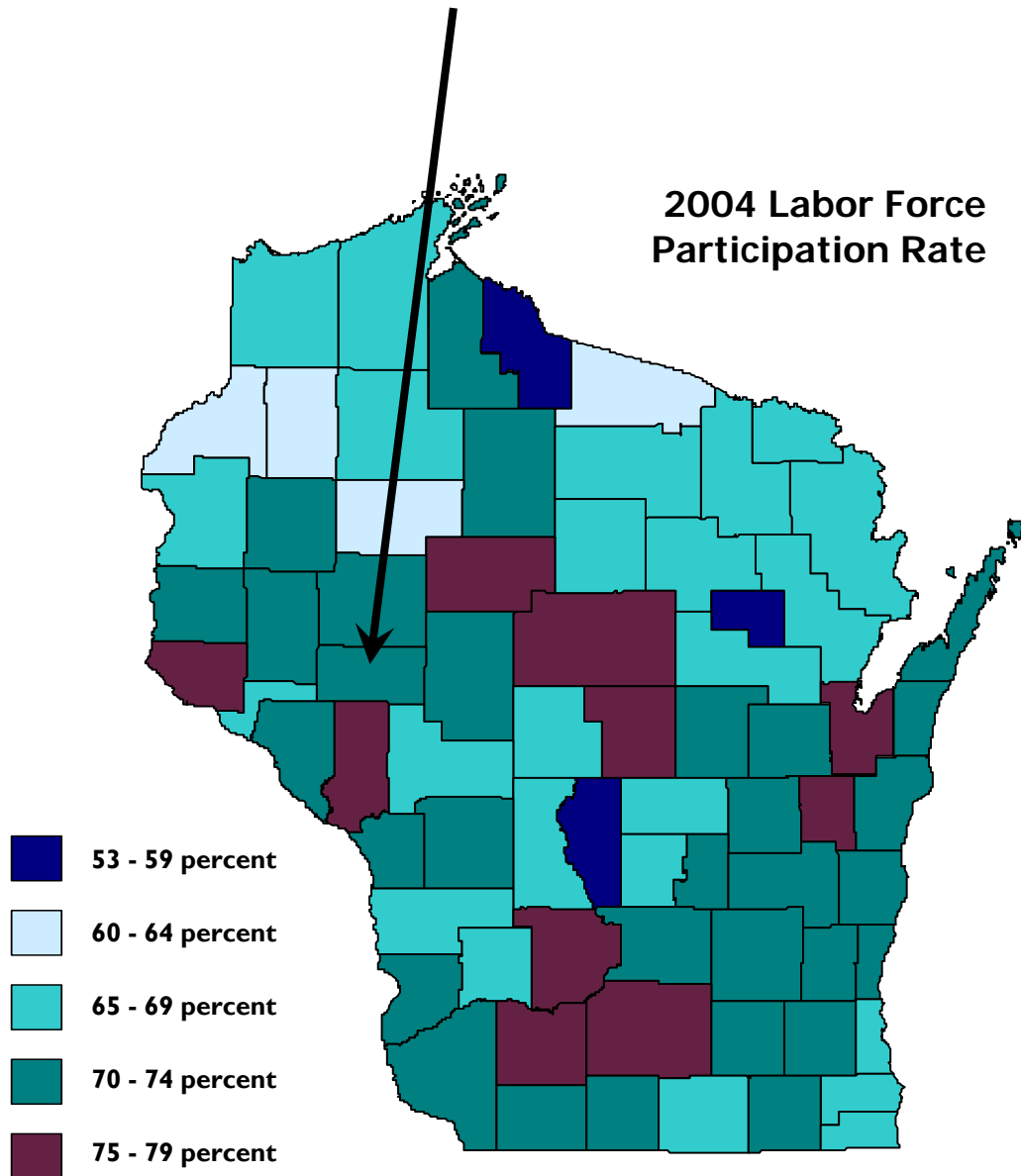


Eau Claire County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

Regional contact:
Beverly Gehrke
Office of Economic Advisors
15618 Windrose Lane # 108
Hayward, WI 54843
715.634.5289
Beverly.Gehrke@dwd.state.wi.us



State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

December 2005

OEA-10610-P

County Population and Labor Force

The population in Eau Claire County increased by 4,000 residents from 93,142 in April 2000 to 97,142 in January 1, 2005. The change since April 2000 of 4.3 percent ranked 33rd fastest among Wisconsin's 72 counties. The population increased due to a net migration of 2,009 individuals and when births out-numbered deaths by 1,991, an increase ranked 19th in the state.

Over half of the increase in population occurred in the county's largest municipality the City of Eau Claire but only two, the Town of Bridge Creek and the Village of Fairchild, of the 18 municipalities in the county lost residents.

The influx of residents from migration and births has infused the county with younger residents, but the forecast in the next 15 years reflects the aging of baby-boomers in the county. In 2005, nearly 20 percent of the labor force age population (16 yrs. and older) was aged 60 years or more but by 2020 that will increase to 28 percent.

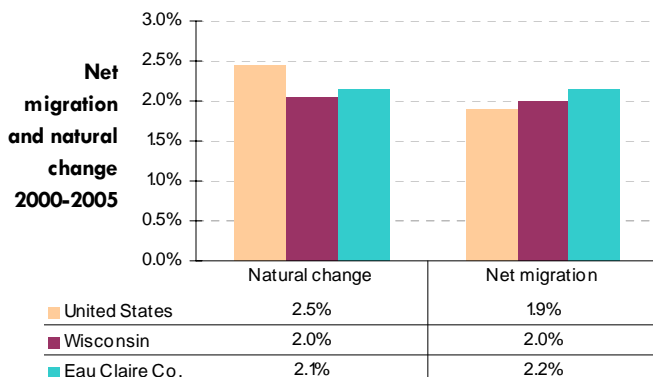
The labor force is a sum of factors that relate to the local population. Those factors include lower participation rates for women than men, much higher participation from middle-aged residents than either the young or elderly, and declining participation rates among the white population as minority participation increases. All of these factors are working against a rise in the number of labor force participants in Eau Claire County even as the number of residents aged 16 years and over is increasing.

Five largest municipalities in Eau Claire County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Eau Claire County	93,142	97,142	4,000	4.3%
Eau Claire, City*	59,794	62,645	2,851	4.8%
Washington, Town	6,995	7,253	258	3.7%
Altoona, City	6,698	6,728	30	0.4%
Seymour, Town	2,978	3,132	154	5.2%
Pleasant Valley, Town	2,681	3,039	358	13.4%

*Eau Claire County portion only

Source: Wis. Dept. of Administration, Demographic Services, August 2005



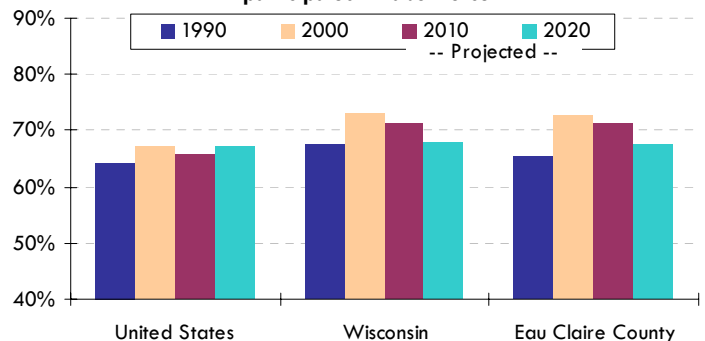
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Eau Claire County
Total population in 2000	281,424,602	5,363,715	93,142
Population est. Jan. 1, 2005	295,160,302	5,580,757	97,142
Change	13,735,700	217,042	4,000
% change	4.9%	4.0%	4.3%
2005 Labor force population*	224,837,000	4,339,938	77,422
Share of total population	76.2%	78%	79.7%
Labor force	147,125,000	3,071,179	55,235
Labor force participation rate	65.4%	70.8%	71.3%
2005 Population 16 yrs. & over	228,621,674	4,417,313	78,258
16-24 yrs old	37,489,370	743,764	15,781
Share of population 16+ yrs	16.4%	16.8%	20.2%
25-59 yrs old	142,248,896	2,708,865	46,940
Share of population 16+ yrs	62.2%	61.3%	60.0%
60 yrs and older	48,883,408	964,684	15,537
Share of population 16+ yrs	21.4%	21.8%	19.9%
Projected population: 2020	335,804,546	6,110,878	108,674
Population 16 yrs. & over	264,085,104	4,869,573	86,142
16-24 yrs old	37,918,865	681,586	18,562
Share of population 16+ yrs	14.4%	14.0%	21.5%
25-59 yrs old	150,678,402	2,756,884	43,173
Share of population 16+ yrs	57.1%	56.6%	50.1%
60 yrs and older	75,487,837	1,431,103	24,407
Share of population 16+ yrs	28.6%	29.4%	28.3%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

The implications of this shift are visible in the above graph that shows a decline in labor force participation in future years. Even though there is a possibility that the current labor force participation rate of 71.3 percent will increase slightly as baby-boomers choose to remain in the workforce instead of retiring early, that increase will be short-lived.

Revised Labor Force

In 2004 the labor force in Eau Claire County declined from the all-time high of 55,244 set in 2003. The estimate in 2004 included 55,235 participants, just nine fewer than in 2003 but the number of employed in the county of 52,893 is at a record high and the number of unemployed is down from 2003. There are 10,782 more jobholders in the county in 2004 than there were in 1990 but the number of unemployed has changed little since then.

All labor force estimates published from 1990 to 2004 have been revised. The more recent years reflect trends revealed during Census 2000 while the 1990s were updated to include changes from 1990 to 2000 but are still based on ratios from the 1990 census.

During the mid-1990s the number of employed in the county rose significantly and reflects the increase in jobs available with new and existing employers, especially the addition of jobs in computer parts manufacturing that followed the void left by the closing of Uniroyal Goodrich Tire Co. in 1992. The added jobs in the middle of the decade encouraged jobseekers and helped raise the labor force participation rate from 65.5 percent in 1990 to 72.9 percent in 2000.

Eau Claire County Civilian Labor Force Estimates

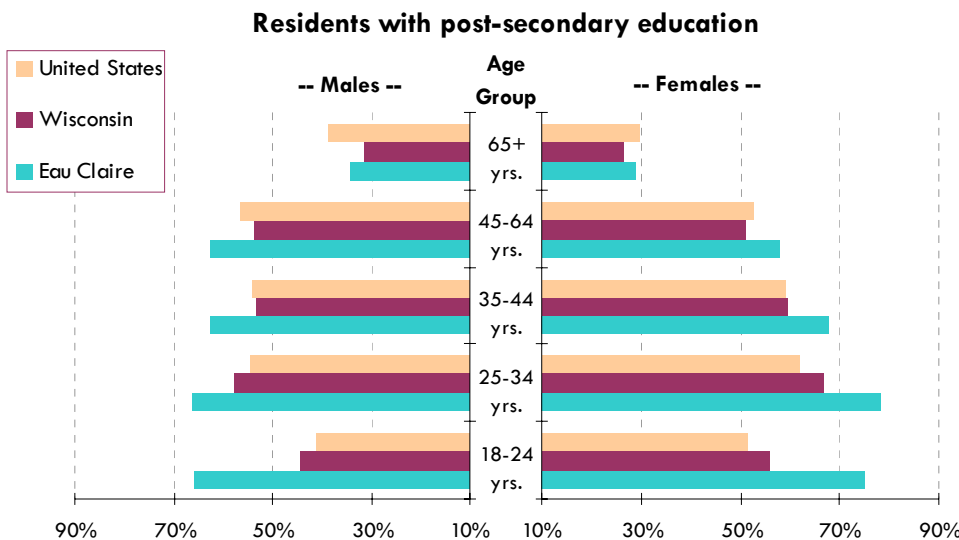
	Labor force	Employed	Unemployed	Unemployed rate
1990	44,329	42,111	2,218	5.0%
1991	44,777	42,289	2,488	5.6%
1992	45,553	42,891	2,662	5.8%
1993	46,321	43,988	2,333	5.0%
1994	48,015	46,022	1,993	4.2%
1995	49,064	47,463	1,601	3.3%
1996	50,542	48,844	1,698	3.4%
1997	52,183	50,522	1,661	3.2%
1998	52,453	50,940	1,513	2.9%
1999	52,705	51,302	1,403	2.7%
2000	53,322	51,634	1,688	3.2%
2001	54,089	51,980	2,109	3.9%
2002	54,277	51,833	2,444	4.5%
2003	55,244	52,645	2,599	4.7%
2004	55,235	52,893	2,342	4.2%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

One of the most significant changes in employment that occurred during the last two decades was the shift from goods-producing to service-providing jobs. In tandem with this shift was the increase in demand for professional and technical workers employed in the high-skill services industries and the aggregation of these jobs in larger metropolitan areas.

Much of the job growth in high-skilled service jobs occurred in larger metropolitan areas while expansion in more rural economies produced lower-skilled service jobs and goods-producing jobs. Leading the growth in service industries, in both rural and metropolitan areas, was job expansion in health care and education, two industries with female-dominated professional and technical occupations. For most counties in Wisconsin, including Eau Claire, this helps explain why there is a greater proportion of females in nearly every age group with post-secondary education than males.



Source: US Census 2000, Summary file 3, QT-P20

But the additional employment opportunities in Eau Claire's 24 institutions of post-secondary education and regional health care facilities provide professional and technical jobs to both sexes, and increases the ratio of residents in all age groups with education beyond high school.

The education institutions also attract students to the county and this increases the share of population in the younger age groups with post-secondary education.

Employment and Wages

As much as manufacturing employment has impacted the county it is not the largest industry sector. In fact, only 10 percent of the jobs in the county are with manufacturing employers and the average annual wage for workers of \$35,704 is less than wages in five other sectors.

Employers in education (both private and public) and health services provide the greatest number of jobs in Eau Claire County and pay 30 percent of the wages earned by all workers. Even though the county is home to 30 facilities, education employers provide only 37 percent of the jobs in the sector while health care providers employ 8,240 workers. The average annual wage for workers in the sector of \$36,977 are second highest in the county and exceed wages paid to sector workers statewide.

The only other sector with wages higher than counterpart wages in the state was public administration. Most of the jobs are with local government units but the highest wages in the sector are earned by workers administering economic and environmental programs. The greatest disparity in wages was in financial activities and reflects the fact that fewer professional occupations are based in local facilities than are found in the financial corporate offices located statewide.

Average Annual Wage by Industry Division in 2004

	2004	2004		
	Average Annual Wage	Average Annual Wage	Percent of	1-year
	Wisconsin	Eau Claire County	Wisconsin	% change
All Industries	\$ 34,749	\$ 30,425	87.6%	3.0%
Natural resources	\$ 27,399	\$ 19,834	72.4%	10.0%
Construction	\$ 41,258	\$ 36,979	89.6%	1.0%
Manufacturing	\$ 44,145	\$ 35,704	80.9%	3.2%
Trade, Transportation, Utilities	\$ 30,088	\$ 25,288	84.0%	5.7%
Information	\$ 41,759	\$ 36,246	86.8%	3.7%
Financial activities	\$ 45,103	\$ 33,626	74.6%	9.3%
Professional & Business Services	\$ 39,580	\$ 36,538	92.3%	-9.7%
Education & Health	\$ 36,408	\$ 36,977	101.6%	5.7%
Leisure & Hospitality	\$ 12,295	\$ 9,611	78.2%	4.4%
Other services	\$ 20,207	\$ 19,285	95.4%	5.0%
Public Administration	\$ 36,347	\$ 36,919	101.6%	0.6%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

The highest wages in 2004 were earned by the over 2,000 construction workers in Eau Claire County while the lowest average wages were earned by the 5,494 workers in the leisure and hospitality sector. Jobs in this sector are effected by seasonal swings dependant not only on the weather but also the educational calendar and the numerous part-time jobs, both of which contribute to lower average annual wages.

Overall employers added 172 jobs in 2004 for an increase of 1.8 percent, better than the change in Wisconsin of 0.9 percent. In the last year the increase in wages in the county of 3.0 percent also lagged the increase statewide of 4.0 percent.

2004 employment and wage distribution by industry in Eau Claire County

	Employment		Total		
	Annual average	1-year change	payroll	% of Total Employment	% of Total Payroll
Natural Resources	120	-12	\$ 2,380,118		
Construction	2,032	10	\$ 75,141,170		
Manufacturing	5,210	-38	\$ 186,018,470		
Trade, Transportation, Utilities	11,771	288	\$ 297,659,839		
Information	864	15	\$ 31,316,506		
Financial Activities	3,245	204	\$ 109,117,507		
Professional & Business Services	6,526	482	\$ 238,448,673		
Education & Health	12,997	166	\$ 480,586,144		
Leisure & Hospitality	5,494	-125	\$ 52,804,391		
Other services	1,835	-113	\$ 35,388,575		
Public Administration	2,350	45	\$ 86,759,554		
Not assigned	0	0	\$ 0		
All Industries	52,444	922	\$ 1,595,620,947		

Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Eau Claire County

Establishment	Product or Service	Size (Dec. 2004)
Menard, Inc.	Home centers	1000+ employees
Eau Claire Area School District	Elementary & secondary schools	1000+ employees
Luther Hospital	Gen. medical & surgical hospitals	1000+ employees
University of Wisconsin- Eau Claire	Colleges & universities	1000+ employees
Sacred Heart Hospital	Gen. medical & surgical hospitals	1000+ employees
Midelfort Clinic Ltd Mayo Health	Offices of physicians, except mental health	1000+ employees
Hutchinson Technology Inc	Computer storage device mfg.	1000+ employees
D Mark Group Inc	Temporary help services	500-999 employees
City of Eau Claire	Executive & legislative offices, combined	500-999 employees
Wal-Mart Associates Inc	Warehouse clubs & supercenters	500-999 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Eau Claire County

NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Educational services	30	5,018	-37	171
Food services and drinking places	167	4,380	68	626
Hospitals	3	2,899	not avail.	not avail.
Administrative and support services	104	2,811	197	-167
Ambulatory health care services	122	2,707	-38	368
Professional and technical services	157	2,028	91	337
Nursing and residential care facilities	22	1,921	-46	282
General merchandise stores	14	1,866	-60	26
Management of companies and enterprises	20	1,588	2	not avail.
Insurance carriers & related activities	83	1,553	-5	830

* data suppressed to maintain employer confidentiality in industries with few employers

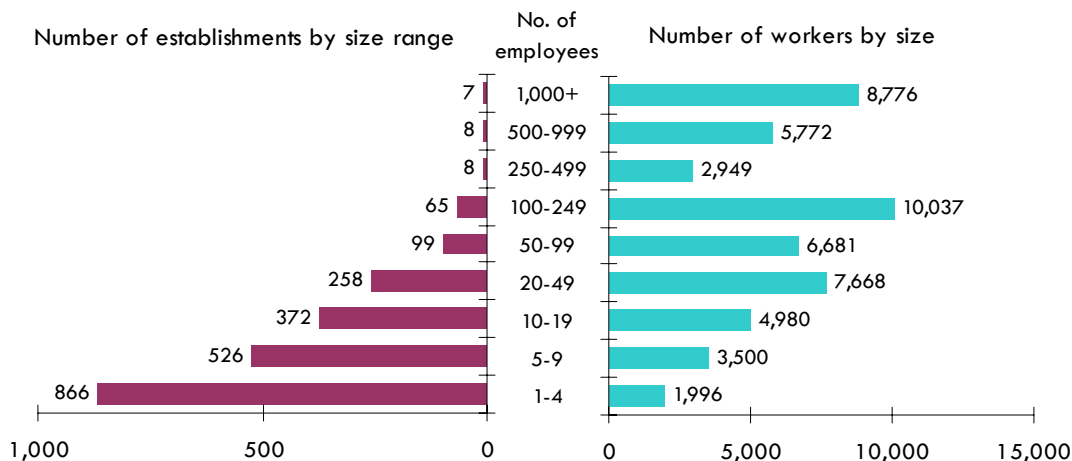
Source: DWD, Bureau of Workforce Information, ES-202, September 2005

The significance of education and health services is reinforced by these two lists. Five of the ten largest employers are from the sector and four of the five industry groups in the sector are on the prominent industries list. Education services tops this list with 5,018 jobs even though only one in every three sector jobs were in education. Three of the four industry groups in health services are on the list and together provide 7,527 jobs in the county.

The largest employer in the county, Menard Inc, is the corporate umbrella of several establishments located in the county that include home centers, management offices, warehouses and manufacturing. Each establishment is identified by industry and helps explain why management of companies is on the prominent industries list.

Many of the largest industry groups include some of the county's largest employers and have a high ratio of workers per establishment but the second largest industry group, food services and drinking places has an average of only 26 workers per establishment. Here there are many small employers who together provide 4,380 jobs in the county. Roughly 82 percent of the establishments have fewer than 20 workers and provide roughly 20 percent of the jobs while less than one percent have more than 250 workers but provide 33 percent of the jobs.

Eau Claire County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Per Capita Personal Income

The per capita personal income (PCPI) in 2003 in Eau Claire County of \$27,469 ranked 29th highest among Wisconsin's 72 counties. PCPI increased only 2.3 percent in the last year and 17.5 percent since 1998. The percent change over last year lagged an increase in PCPI in the state of 2.5 percent but the change since 1998 which ranked 27th in the state was better than the increase in Wisconsin over the five-year period of 17.2 percent.

The per capita personal income report from the US Dept. of Commerce, Bureau of Economic Analysis, includes wages and salaries from job-holders, self-employed, proprietorships, and farmers. It also includes income from dividends, interest and rent; and income from transfer payments like social security, Medicaid, unemployment insurance, veteran's benefits, and welfare. The total of all these sources of income is divided by the total population to arrive at the per capita personal income.

Factors such as a higher share of residents without income (generally children), or residents on a fixed income (generally the elderly) can lower the PCPI. Another factor that heavily influences PCPI is net earnings, which comprise 70 percent of total personal income in the state and 66 percent in Eau Claire County.

In Eau Claire County total personal income of \$2,585,921,000 in 2003 was up 2.3 percent from 2002 and 20.5 percent from 1998. The increase in total county income lagged the increases in Wisconsin and the nation in both the one- and five-year intervals. Income losses from dividends, interest, and rent were offset by gains in wages

and salaries and transfer payments. In 2003 the adjustment for wages paid to workers who live in other counties increased 5.4 percent from 2002 to \$199,981,000. Over the last five years the residency adjustment increased 58 percent as more nonresidents were attracted to jobs in Eau Claire County.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005